

Manager and/or Care Manager Questions

Interview Questions

1. Why Social Work?
2. What most proud of regarding accomplishment professionally?
3. What challenges do you face with current programming?
 - a. Anne- Supportive Housing and Case Management
4. Most CM programs are overburdened and under resourced
 - a. Tell me what your reality is at ... CAMBA
 - b. How do you manage this reality
 - c. How do you support staff when the going gets hard and the resources are the same?
5. What has been your biggest disappointment professionally?
 - a. How did you handle situation?
6. The Health Care landscape is ever changing- what skills do you bring to the job to deal with constant change and often working toward the “unknown” to semi unknown...?
7. What do you find is critical to staff retention? What do you bring forward as a manager to make this happen?
8. How does self-care play into how you manage your time and the time of those who report up to you?
9. Explain to me a time in your professional life there were barriers to what you wanted to accomplish, programmatically, and how did you deal with the barrier(s)?
10. How do you manage having to set limits with staff, not being able to always please the team, and helping staff set limits with patients
11. Hardest Pt situation you have dealt with and what did you do?
12. Have you had to support staff dealing with Pt death? If so, how do you manage?
13. Why shift from where you are today to another job with a new agency?
14. What really pisses you off about current world of case management, housing, and serving the underserved?
 - a. What do you think can be done about it?

15. Most challenging staff member

16. Most challenging staff interpersonal conflicts

17. Most challenging agency politics – how navigate

18. What do with wayward / focusedly challenged staff member- how get back on track

19.3 Strengths

20.3 areas of growth